

STAT

Mr. William Colby
Director
Central Intelligence Agency
Washington, D.C. 20505

Dear Mr. Colby:

With an active application for employment pending with the C.I.A., one which I had been given every reasonable expectation to believe would lead to a definite offer of a legal position, I read the biographical article of the Agency's Director appearing in the Boston Globe, Sunday, 21 July 1974, with particular interest. You were characterized therein as being cognizant of the somewhat less than commendable image of the C.I.A. in the hiring and upgrading of minorities and women. As a black attorney, who had recently rejected continued employment with a federal agency deemed guilty of discriminatory hiring and promotion practices, I applauded the report of your having instructed your management people to function with a view toward justifiable improvement in that regard. The optimism relative to employment by your Agency, founded in the main upon the developments of my in-person interview, and enhanced by the tenor of the cited news item, was shattered on 23 July 1974 by the telephonic revelation that I would not be offered the position.

The specific purpose of this communication is to request a review of this determination and a written statement of the basis for this drastic and demoralizing reversal of orally expressed intent to hire. It has been apologetically suggested that a pressing workload dictates filling the subject position in the Office of the General Counsel from within the Agency; thereby avoiding the time consuming security investigation pertinent to hiring me. The stunning impact of this negative action is attributable (in part) to the implausibility of the oral explanation above described, and the only one extended to date. My Personal Qualifications Statement, standard form 171, was submitted more than three months ago. More than two months ago, by mailgram dated 20 May 1974, the Agency

Page 2
Mr. Colby

indicated its interest in hiring me, and initiated the sequence of events featured by my day long interview on 5 June 1974 at your headquarters building, McLean, Va., by [redacted]

[redacted] The very next day, 6 June 1974, I forwarded the requested list of attorneys with personal knowledge of my professional aptitude, and more than a month ago I completed and forwarded the CIA personnel data form and assorted documents.

I contend that my character and skills are exemplary; the only possible blemish to a long record of distinguished service to my country and my profession being the provable product of racial bias. I believe I'd be an asset to your staff, and submit that a denial of the opportunity at this point in time, on the basis of a pressing workload and time required to procure security clearance, both factors known to exist by your people from the beginning, warrants your attention and consideration.

cc: Sen. Edward Brooke, R.-Mass.
Sen. Edward Kennedy, D.-Mass.
Rep. Shirley Chisholm, D.-N.Y.
Rep. Thomas O'Neill, Jr., D.-Mass

UNCLASSIFIED	CONFIDENTIAL	SECRET
--------------	--------------	--------

OFFICIAL ROUTING SLIP

TO	NAME AND ADDRESS	DATE	INITIALS
1	DD/Pers	31 JUL 1974	<i>[Signature]</i>
2	D/Pers	31	J
3	DD/Pers/R&P	8/1/74	Dik
4	Betty - info	8/2/74	Bb.
5	Dow		/
6			

<input type="checkbox"/> ACTION	<input type="checkbox"/> DIRECT REPLY	<input type="checkbox"/> PREPARE REPLY
<input type="checkbox"/> APPROVAL	<input type="checkbox"/> DISPATCH	<input type="checkbox"/> RECOMMENDATION
<input type="checkbox"/> COMMENT	<input type="checkbox"/> FILE	<input type="checkbox"/> RETURN
<input type="checkbox"/> CONCURRENCE	<input type="checkbox"/> INFORMATION	<input type="checkbox"/> SIGNATURE

Remarks:

OGC has action responsibility -- I have briefed [] who has the applicant folder.

RDK

5 - Thank you and good luck to OGC.
M/S

FOLD HERE TO RETURN TO SENDER

FROM: NAME, ADDRESS AND PHONE NO.	DATE
	31 JUL 1974

UNCLASSIFIED	CONFIDENTIAL	SECRET
--------------	--------------	--------

DCI/DDCI

Approved For Release 2002/07/10 : CIA-RDP78-05939R000200070016-4

TO:

		ACTION	INFO.			ACTION	INFO.
1	DCI			11	LC		X
2	DDCI			12	IG		X
3	S/MC			13	Compt		
4	DDS&T			14	Asst/DCI		
5	DDI			15	AO/DCI		
6	DDM&S		X	16	Ex/Sec		
7	DDO			17			
8	D/DCI/IC			18			
9	D/DCI/NIO			19			
10	GC	X		20			

SUSPENSE

Date

Remarks:

Please let me have the facts, as well as a
draft response.

WEC

Approved For Release 2002/07/10 : CIA-RDP78-05939R000200070016-4

DCI/DDCI

7/28/78

☐ UNCLASSIFIED

☐ INTERNAL

☐ CONFIDENTIAL

☐ SECRET

Approved For Release 2002/07/10 : CIA-RDP78-05939R000200070016-4

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

Chief, CD/1

EXTENSION

NO.

DATE

31 July 1974

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

1. In reference to your request for a check on [redacted] I checked with the Office of Personnel "Skills Bank" regarding Subject. According to Personnel they have a [redacted] who had been an applicant for employment the first part of 1974. This person is 49 years old and is a "priority minority". He is also a veteran and asked for a grade GS-13. The Office of General Counsel has the OP file on Subject.

The Office of Personnel further advised that the OGC never sent a request to the OP to open a clearance action on Subject and consequently a request for clearance was never sent to the Office of Security.

Approved For Release 2002/07/10 : CIA-RDP78-05939R000200070016-4